

ARTICLE 6 UNION DUES AND FEES

To the extent permitted by the Rules of the Michigan Civil Service Commission and the Regulations of the Michigan Civil Service Commission, it is agreed that:

Section A. Dues Deduction.

Upon receipt of a completed and signed individual authorization form from any of its employees covered by the Agreement, currently being provided by the Union and approved by the Civil Service Commission, the Employer will deduct from the pay due such employees those dues and initiation fees required to maintain the employee's membership in the Union in good standing.

Such authorizations shall be effective only as to membership dues and initiation fees becoming due after the delivery date of such authorization to the Employer. New individual authorizations will be submitted on or before the 9th day of any pay period for deduction the following pay period. Deductions shall be made only when the employee has sufficient earnings to cover the same after deductions for Federal Social Security (F.I.C.A.); individually authorized Deferred Compensation; Federal Income Tax; State Income Tax, local or city income tax; other legally required deductions; individually authorized participation in State programs and enrolled employee's share of insurance premiums.

Membership dues and initiation fees deductions shall be in such amount as shall be certified to the Employer in writing by the authorized representative of the Union. Such authorizations of employees transferred from one (1) Agency or Department to another and within these Bargaining Units shall automatically remain in effect. Employees promoted or transferred out of a Bargaining Unit covered by this Agreement shall not automatically remain on payroll deduction, except as provided by the Civil Service Rules and Regulations. Employees recalled from layoff of less than one hundred and eighty (180) days or returning from leave of absence shall resume payroll deduction of dues or voluntary representation fees, commencing the first pay period of work.

Upon written notification and documentation provided by the Union, the Employer will collect any delinquent dues or voluntary representation fees in accordance with any payment schedule that may have been agreed upon by the employee and the Union.

Section B. Representation Fee Deductions.

An employee may choose to pay a Voluntary Representation Service Fee to the Union such voluntary representation fee in an amount not to exceed regular bi-weekly dues uniformly assessed against all members of the Union, representing

only the employee's proportionate share of the Union's costs germane to collective bargaining, contract administration, grievance administration, and any other cost necessarily or reasonably incurred for the purpose of performing the duties of an exclusive representative of the employees in dealing with the Employer on labor-management issues. Such Voluntary Representation Fee payment shall be fulfilled by the employee signing, dating, and submitting to the Employer the "Authorization for Voluntary Deduction of Representation Fee" form provided. This Section shall not take effect until the Union notifies the Employer in writing of the amount of this Voluntary Representation Fee. Such notification may be made on or after the effective date of this Agreement.

Section C. Employer Notification.

The Employer shall inform the Union of all new Bargaining Unit employees upon hire as provided in this Agreement, In accordance with Section A. of this Article, the deduction status of employees returning from layoff of less than one hundred eighty (180) days or leave of absence and of employees who transfer positions within an Agency or Department or between one (1) Agency or Department and another within these Bargaining Units shall automatically remain in effect.

Section D. Remittance and Accounting.

Deductions for any bi-weekly pay period shall be remitted to the designated Financial Officer of the Local Union, with an alphabetical list of names, by Department and Agency, of all active employees from whom deductions have been made and the amount deducted, no later than ten (10) calendar days after the close of the pay period of deduction. The Employer shall provide to the Financial Officer of the Local Union an alphabetical listing, by Department and Agency, identifying those active employees who have valid dues or voluntary fee deduction authorizations on file with the Employer for whom no deduction of dues or voluntary fees was made.

Upon Union request, the Employer shall recoup lost dues or Voluntary Representation Fees where such amounts were not deducted in accordance with this Article.

Section E. Revocation of Dues or Voluntary Representation Fee Deduction.

Dues or Voluntary Representation Service Fees Deduction authorization may be revoked at any time by the employee furnishing written notice of such revocation to the Employer. The Employer shall forward such notice of revocation to the Union within fourteen (14) calendar days of receipt.